

MINUTES

OF THE

CIA CAREER COUNCIL

28th Meeting, Thursday, 7 June 1956, at 4:00 P.M.
DCI Conference Room, Administration Building

25X1A9a Present: Harrison G. Reynolds, D/Pers, Chairman
25X1A9a Matthew Baird, D/TR, Member
25X1A9a [REDACTED] COP-DD/P, Alt. for DD/P, Member
25X1A9a Lyman B. Kirkpatrick, IG, Member
25X1A9a [REDACTED] D/CO, Member
25X1A9a [REDACTED] SA/DD/I, Alt. for DD/I, Member
25X1A9a Lawrence K. White, DD/S, Member
25X1A9a [REDACTED] Executive Secretary
25X1A9a [REDACTED] Reporter
25X1A9a Guests: [REDACTED] est. to IG
[REDACTED] DD/Pers
[REDACTED] Exec. Off., O/Pers
[REDACTED] Ch/PED, O/Pers

DOCUMENT NO. _____
NO CHANGE IN CLASS. ☐
☐ DECLASSIFIED
CLASS. CHANGED TO TS S ⑥
NEXT REVIEW DATE: 20 11
AUTH: HR 10-2
DATE: 25/06/81 REVIEWER: 018993

1. The Staff Study "Competitive Promotion System," dated 7 June, was distributed to the members of the Council. Colonel White presented an analysis and explanation of the Staff Study, together with charts and graphic aids which elaborated on some of the more technical aspects of the proposed system. Before making his presentation, he showed three additional charts relating to levels of salaries in the Agency. The first, Average Grade in CIA, showed that there had been a steady rise in average grade since 1948 throughout the Agency, the DD/I area approximating the Agency average, while the DD/S was below and the DD/P above the average. He pointed out the difficulty in presenting the CIA Budget to the Bureau of the Budget and to the Congress in view of this steady rise. The second, Average Grade in Government, showed T/O grades and salaries in CIA are substantially higher than in any other Agency of comparable size and function. The third, Comparison of Grades for Selected Occupations, showed that in selected clerical occupations, CIA pays salaries higher in most instances than those paid by other elements of Government and by private industry in selected cities. These grade levels should be considered in connection with any promotion system since they are inter-related. [Colonel White's presentation of the Competitive Promotion System and copies of eight of the charts he used were distributed to the members of the Council and subsequently to all Heads of Operating Components and Heads of Career Services.]

In summary, the proposed Competitive Promotion System embraced the following salient features:

- (a) The establishment of a promotion quota by the Career Council for the Agency and the three principal DD areas for each six-months cycle.

~~CONFIDENTIAL~~

~~CONFIDENTIAL~~

- (b) The implementation of the principles of true competitive promotion - selection for promotion - by the Heads of the several Career Services on a uniform system throughout the Agency in grades GS-7 thru GS-14.
 - (c) The provision of a mechanism, through Promotion Panels appointed by the Heads of the several Career Services at two levels - Advanced, GS-12 thru GS-14, and Intermediate, GS-7 thru GS-11 - to rank, in order of merit for promotion by uniform criteria, all persons in the Zone of Consideration, in order to aid the Heads of the several Career Services in making their decisions.
 - (d) The provision of a Biographic Profile on each person to aid Panels and Heads of Career Services, through orderly presentation of complete and accurate data, in arriving at their recommendations and decisions, while at the same time limiting uncontrolled and unnecessary reference to, and circulation of, Official Personnel Folders. The Biographic Profiles would serve many other uses besides those relating to promotion.
2. In the discussion which ensued it was tentatively agreed that:
- (a) The overall rate of promotion should be slowed down.
 - (b) The steady rise in average grades of positions and in average salaries should be brought under control.
 - (c) The proposed system would implement the policy of competitive promotion approved by the Director, which policy is extremely difficult to carry out under the present system.
 - (d) Eventually, the system might aid in "selecting out" persons who fail to meet CIA standards.
 - (e) Suggestions for improving the Biographic Profile were made.
3. It was agreed to discuss the proposed system at a future meeting after members of the Council had had an opportunity to review the proposal in detail.
4. The Council reconsidered briefly problems of retirement legislation and agreed to stand on its recommendations made previously to the Director.
5. The Council adjourned at 5:20 p.m.

[REDACTED]

Executive Secretary
CIA Career Council

25X1A9a

~~CONFIDENTIAL~~